



# Transition Summit brings employers here July 7-8

## Soldiers, spouses, veterans can attend workshops, job hiring fair

KAREN A. IWAMOTO  
Staff Writer

SCHOFIELD BARRACKS — The Hawaii Transition Summit takes place Tuesday and Wednesday, here, bringing with it information and opportunities for transitioning Soldiers, family members and veterans.

Nearly 100 government organizations and private-sector companies will be on post to conduct job interviews, engage in networking events and host workshops and roundtable discussions.

“It’s the first transition summit held here in Hawaii,” said Ann Greenlee, state director of the U.S. Department of Labor’s Veterans’ Employment & Training Service. “We’ve had Hire Our Heroes job fairs, but this summit will be more extensive. It’s an invaluable opportunity (for transitioning Soldiers, family members and veterans) to meet national-level employers who will really be able to

Register

To eliminate long lines at the event, those who plant to attend the Hawaii Transition Summit should register ahead of time at [uschamberfoundation.org/event/hawaii-transition-summits](http://uschamberfoundation.org/event/hawaii-transition-summits).

See TRANSITION A-3

# 8th TSC sustainment brigade transitions to Tropic Lightning

Story and photos by  
SGT. ERIN SHERWOOD  
25th Sustainment Brigade Public Affairs  
25th Infantry Division

SCHOFIELD BARRACKS — The 45th Sustainment Brigade, 8th Theater Sustainment Command, has cased its old colors and uncased new colors to become the 25th Sust. Bde., 25th Infantry Division, during a change of command and re-designation ceremony, here, Tuesday.

“Our Army takes another step as it continues to evolve to meet the challenges of operating and winning in a complex world,” said Maj. Gen. Edward F. Dorman III, commander, 8th TSC. “We are here as one team in an act that will enhance the expeditionary capabilities of the 25th Infantry Division.”

In February, Army Chief of Staff Gen. Raymond Odierno directed that sustainment brigades should be aligned to each division. The transition is meant to maximize unit cohesion and mission command effectiveness across the Pacific.

“You represent 30 unique capability sets critical in supporting a regionally engaged, globally responsive, campaign quality, expeditionary Army,” said Dorman.

“Today is a historic moment for this unit,” said Col. Gregory Boyd, outgoing commander of the 45th Sust. Bde. “This has been a fast-paced, challenging and rewarding command. The one constant we have had is transitions.”

The transition presented some challenges for Soldiers, who had to link up with their 25th counterparts to ensure the reassignment went smoothly. Each section was required to form good communication and connections before the switch.



A color guard leads a brigade formation during a change of command and redesignation ceremony, Tuesday. The ceremony marked the transition of the 45th Sust. Bde. to the 25th Sust. Bde., under the 25th ID.

See 45TH TO 25TH A-4

# 30th Signal offers tips for pending software upgrade

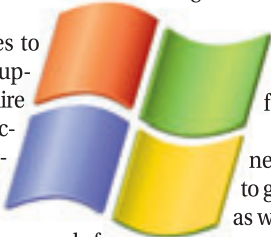
Story and photo by  
1ST LT. EMILY KLINKENBORG  
30th Signal Battalion  
311th Sig. Command (Theater)

SCHOFIELD BARRACKS — Change can be great, but only if it is in the right direction.

The 30th Signal Battalion Network Enterprise Center has found the right direction.

The NEC, which provides strategic Signal Help Desk support for thousands of Army end users across the Hawaii network, plans to deploy Microsoft Office 2013 in the next two weeks outside of normal duty hours.

There have been changes to numerous functions on the updated software that may require patience and a little bit of practice. While change can be exasperating, the NEC will be available to assist.



not available,” said Lt. Col. Melissa Miles, 30th Signal battalion commander. “This saves you the time of sending an email to someone who won’t be available to respond. I also really like that you can edit pdf files using Office, which wasn’t possible in the past.”

The results from the test groups suggest that the pros outweigh the cons in the new upgrade.

Aside from its fresh, clean look, some fun features in Word and PowerPoint include a new magnetic alignment guide for various objects that makes lining up images far easier than merely guessing.

In Excel, formatting a chart is now simple with tabs located next to the chart for convenience.

Outlook has added a few new features, too, that are sure to grab the attention of its users, as well.

Windows 2013

The first thing you’ll see when you open Microsoft Office is a clean, new look.

The following features are part of the Windows 2013 upgrade:

- Sign-in for Office where you need it,
- Use your Microsoft account to install Office,
- Stream your Office programs to another computer,
- Save files to OneDrive for easy access and sharing,
- Keep your personal settings wherever you are,
- Save and share files in the cloud,
- Shared meetings,
- More choices for getting started, and
- Improved Save As and Open.

# Chickens at Schofield offered for adoption

Story and photos by  
KAREN A. IWAMOTO  
Staff Writer

SCHOFIELD BARRACKS — It’s unclear how they got here, but hundreds of chickens have come home to roost at the U.S. Army Health Clinic-Schofield Barracks.

While some in the community enjoy having the chickens on post, others endure the nuisance having chickens in an area near Island Palm Communities housing.

“Chickens do carry lice and mites, and their droppings, just like any bird droppings, can cause respiratory illnesses in humans,” said Jennifer Alexander, an entomologist at the Environmental Division of U.S. Army Garrison-Hawaii’s Directorate of Public Works. “They may also carry parasites and fleas.”

Additionally, the chickens have free range of the clinic parking lot and surrounding area, where they can cause traffic problems for patrons and nearby motorists.

In short, said Alexander, they have to go.

DPW is teaming up with the U.S. Department of Agriculture to trap the fowls, which will then be made available for adoption.

The chicks can be raised to become good pets for those who live off post and not in government quarters, Alexander said.

“They can be raised to become loving and affectionate just like any other pet, and the hens produce eggs,” she said. “The adults

are feral, but they’re used to being around people and would adapt well to any situation.

“They’re fun to watch and good at keeping bugs and pests out, and farmers like to use their droppings for fertilizer because of the nitrogen,” she continued. “Actually, they can be pretty awesome – just not at a health clinic.”

Alexander has been keeping track of the chickens since the beginning of the year and noticed a drastic increase in the population since then. At last count in early June, she estimated there were 150 chickens, roosters and chicks in the area surrounding the clinic.

A chicken can have a brood of chicks every three months, she added. The average brood contains between 8 to 10 chicks, and those chicks can start reproducing at 3 months old.

“So you can expect quite a few chickens in a short amount of time,” she said.

The trapping is tentatively scheduled to begin the week after the Fourth of July weekend, she said, and will continue in small batches. The chickens will be trapped in baited cages or caught in nets by hand in a manner that minimizes harm to the birds, she added.

Chickens, roosters and

chicks that are not adopted will be humanely euthanized by lethal injection in accordance with guidelines set forth by the American Veterinary Medical Association, Alexander said.

Those interested in adopting chickens should be prepared to sign a waiver releasing the Army of responsibility upon adoption; residents in post housing aren’t allowed to have chickens at their homes, according to IPC.

Adopting Chickens

Those interested in adopting chickens caught at the U.S. Army Health Clinic-Schofield Barracks should contact DPW entomologist Jennifer Alexander at 656-3093 or 927-6616.







The HAW is an authorized newspaper, produced in the interest of the U.S. Army community in Hawaii by the U.S. Army-Garrison Hawaii Public Affairs Office. Contents of the HAW are not necessarily the official views of, or endorsed by, the U.S. Government or the Department of the Army.

The HAW is printed by the Honolulu Star-Advertiser, a private firm in no way connected with the U.S. Govt., under exclusive written agreement with U.S. Army, Hawaii.

The HAW is published weekly using the offset method of reproduction and has a printed circulation of 15,300. Everything advertised herein shall be made available for purchase, use or patronage without regard to race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation, or any other non-merit factor of the purchaser, user or patron.

The appearance of advertising herein, including inserts and supplements, does not constitute endorsement by the Dept. of the Army, or the Honolulu Star-Advertiser, of the firms, products or services advertised.

**Commander, U.S. Army Garrison-Hawaii**  
Col. Richard A. Fromm  
**Garrison Command Sergeant Major**

CSM Louis C. Felicioni  
**Director, Public Affairs**  
Dennis C. Drake  
656-3154  
**Chief, Internal Communication**  
Aiko Rose Brum, 656-3155  
editor@hawaiiarmyweekly.com

**News Editor**  
John Reese, 656-3488  
news@hawaiiarmyweekly.com  
**Pau Hana Editor**  
Jack Wiers, 656-3157  
community@hawaiiarmyweekly.com

**Staff Writer and Photo Editor**  
Karen A. Iwamoto, 656-3150  
reporter@hawaiiarmyweekly.com

**Layout**  
Daniel P. Pereira  
**Advertising:** 529-4700  
**Classifieds:** 521-9111  
**Address:**  
Public Affairs Office  
745 Wright Ave., WAAF Building 107, 2nd Floor  
Schofield Barracks, HI 96857-5000  
**Website:**  
www.hawaiiarmyweekly.com  
**Nondelivery or distribution**  
656-3155 or 656-3488

Contributing Commands  
**U.S. Army-Pacific**  
Russell Dodson, 438-2662  
**25th Infantry Division**  
MAJ Shea Asis, 655-6343  
**2nd Stryker Brigade Combat Team**  
CPT Rich Barker, 655-0738  
**3rd Brigade Combat Team**  
CPT Tanya Roman, 655-1083  
**25th Combat Aviation Brigade**  
CPT Heba Bullock, 656-6663  
**8th Theater Sustainment Command**  
SFC Nicole Howell, 438-1000  
**311th Signal Command (Theater)**  
Liana Kim, 438-4095  
**94th Army Air & Missile Defense Command**  
SFC Jaquetta Gooden, 448-1556  
**9th Mission Support Command**  
Brian Melanephy, 438-1600, ext. 3114  
**18th Medical Command (Deployment Support)**  
PFC Bryan Faison, 438-4737

**Tripler Army Medical Center**  
James Guziar, 433-2809  
**U.S. Army Corps of Engineers-Honolulu District**  
Joe Bonfiglio, 835-4002  
**500th Military Intelligence Brigade**  
SSG Thomas Collins, 655-5370  
**599th Transportation Surface Brigade**  
Donna Klapakis, 656-6420  
**USAG-Pohakuloa**  
Dennis Drake, 656-3154

# Tropic Lightning/USARHAW welcome Brzak, farewell Jones

Story and photo by  
**STAFF SGT. MATTHEW G. RYAN**  
25th Infantry Division Public Affairs

SCHOFIELD BARRACKS — The Tropic Lightning Division said farewell to Command Sgt. Maj. Benjamin Jones, senior enlisted adviser for the 25th Infantry Division and U.S. Army-Hawaii, as he relinquished responsibility during a ceremony held on Weyand Field, here, Monday.

“Standing before you today on this historic field in formation are the most disciplined, well trained and highly motivated Soldiers this Army has to offer,” said Jones. “They are known as the Tropic Lightning Soldiers, and they look amazing out there.

“I am truly humbled and honored to have been a part of this extraordinary division as your division command sergeant major,” he added.

Jones will become the new senior enlisted adviser for the XVIII Airborne Corps, Fort Bragg, North Carolina. The XVIII includes some of the most famous divisions in the Army, including the 82nd and 101st Abn. Div.

The ceremony was hosted by the commanding general of the 25th Inf. Div., Maj. Gen. Charles Flynn.

“Command Sgt. Maj. Jones, you have been with me every early morning, every late night, every training visit and every deployment. You were constantly on the move with me and always matching and pushing our energy levels higher, motivating and inspiring myself and every Soldier in this organization with your leadership,” said Flynn. “Words will never adequately express my full gratitude, and you will be surely missed and forever known as ‘Lightning’ Jones.”

The ceremony was held to tradition as the outgoing senior adviser passed the division guidon to Flynn

one last time. He then stepped out of place to allow Command Sgt. Maj. Scott A. Brzak to take his place and accept the guidon.

Brzak arrives from the 1st Brigade Combat Team, 82nd Abn. Div.

“Welcome to our Tropic Lightning ohana and team,” said Flynn. “I am fully confident in Command Sgt. Brzak. He is uniquely suited to service this division and its amazing Soldiers. He is the perfect fit to assume the helm of this legendary unit.”



From left, Command Sgt. Maj. Benjamin Jones, outgoing senior enlisted adviser to the 25th ID and USARHAW; Maj. Gen. Charles Flynn, commander; and incoming senior enlisted adviser, Command Sgt. Maj. Scott A. Brzak, take to Weyand Field, Monday, for the change of responsibility ceremony.

# CSA Odierno hosts Facebook virtual town hall

**LORA STRUM**  
Army News Service

WASHINGTON — Army Chief of Staff Gen. Ray Odierno hosted his final Facebook town hall, June 24, replying to nearly 200 comments addressing a range of concerns.

Odierno hit upon the issue of the cost of living adjustments, which would cap retirement pay at 1 percentage point below annual inflation measures.

The change, a part of the Bipartisan Budget Act, would save the Department of Defense more than \$6.3 billion, according to the Congressional Budget Office, but could potentially cost retirees more than \$100,000 during their lifetime, based upon the rate of inflation.

Odierno assured the online community that the Joint Chiefs of Staff are working with Congress to stop efforts at COLA caps and a proposal, which would reduce pensions while allowing Soldiers to receive benefits before their 20 years of service.

He also said the proposed retirement plan, which includes government contributions to the Thrift Savings Plan, or TSP, will not affect current retirees or those now on active duty.

“I believe there is strong support for a hybrid retirement program, which in-

cludes a matching contribution and a guaranteed benefit,” Odierno replied. “But everyone currently serving on active duty is grandfathered.”

Moving away from retirement concerns, Odierno turned his attention to another topic that has cropped up in recent news: women in combat. Since admitting 19 women to the Ranger School assessment course in April, the possibility of opening other military occupational specialties (MOS) and schools has been discussed.

One Soldier looking to train as a combat engineer supporting frontline infantry, commented on women attending the Sapper Leader Course and said the inclusion of women in Ranger School should pave the way for non-engineers to apply to the Sapper School.

Odierno steered the Soldier’s attention to the fact that female enrollment in Ranger School is a pilot program, designed to test the efficacy of female involvement. He continued to say that, “the requirement for Rangers crosses a

variety of MOSs, where Sapper School is specific to (the) 12 series MOS. If in the future, (if) we believe there’s a requirement for Sapper expertise in other MOSs, we’ll take a look at opening it up.”

Addressing the women currently serving, Odierno turned his attention to one female Soldier suffering from post-traumatic stress disorder after she was assaulted by her first sergeant and found difficulty reporting the attack.

“We hold the chain of command responsible for creating an environment of trust, where Soldiers believe they can perform their duties. We are changing the culture within the Army that will not allow such behavior,” Odierno wrote.

Co-mingled concerns of promotion and personnel reductions frequented the comment thread from those looking to enlist, to advance or to maintain their station.

To address concerns, Odierno explained that the budget must be balanced.



Staff Sgt. Charles Burden, Army News Service

**Gen. Ray Odierno responds.**



# PCS season can be a time of uncertainty, even in Hawaii

**CHAPLAIN (MAJ.) SCOTT KENNAUGH**  
3rd Brigade Combat Team  
25th Infantry Division

A plaque in my friend’s kitchen testifies, “When we walk to the edge of all the light we have and take that step into the darkness of the unknown, we must believe that one of two things will happen: There will be something solid for us to stand on, or we will be taught how to fly.”

Life in the military is often like that, and while it may seem slanted to talk about walking in darkness while we’re stationed in Hawaii – the land of rainbows and perpetual summer weather – life in the Army provides enough uncertainty and strain that sometimes we may not get to see the light, even though we know that the sun shines every day.

It’s permanent change of station season, after all, which means Soldiers and their families are preparing to depart for the unknown darkness of a new assignment, or arriving here to the unknown darkness of a

unit in the land of aloha.

It’s also coming up on budget season, with the uncertainty of the next fiscal year and the effects that may have on jobs and programs and family livelihoods. And even when life here becomes familiar and clear, we are still a long way from home and the rest of our families and loved ones, which can also bring us to the edge of the light.

During these times, we must step forward in faith and support each other through prayer in the fellowship of community. Faith is not simply a wandering in the dark, hoping for the best. Faith is based on confidence — as the quote says about trust — believing with certainty that God does not leave us alone, but knows us and loves us, and acts in our favor even through days and nights that seem dark in our souls.



Kennaugh

And faith should never be alone. God calls us into community to support each other, to take that step forward together. He’s someone who will walk with you and someone you can walk alongside, too.

Each of us should pray for solid footing or else wings to bear us up. Pray for ourselves and for each other. Each of us needs a place to belong with others who are taking the same steps out of the edge of the light we know.

The chapels are one safe place where Soldiers and families are walking together, praying for each other and coming closer to God as they seek the next step ahead in faith.

At times, God works for us in ways we don’t expect. And sometimes he works through people we don’t expect or even know, yet. More often, he gives us the chance to sustain each other.

In our units, we stand together. At home, one family carries another through.

You may need somebody solid one dark day, or you may become the wings that lift a friend into the daylight.

## Voices of Ohana

In support of the Fourth of July,  
**How do you celebrate Independence Day?**  
By Tripler Army Medical Center Public Affairs



“I’ll be spending 4th of July with my fiancé down at the beach.”

Staff Sgt. Adam Berends  
Human Resources  
HHC, 25th CAB



“I like to spend time with my family and think about the many military persons who served in various deployments.”

Chief Warrant Officer 2 Calvin Cameron  
Targeting tech,  
25th CAB



“We do family time, barbecues, the concerts on post. We relax and reset.”

Spc. Scott Dean  
Signal Retransmit Team chief  
C Co., 209th Avn. Support Bn.,  
25th CAB



“I consider myself a grill master, so I spend time with friends and family and barbecue.”

Chief Warrant Officer 2 Alfie Roberts  
Info Services technician,  
25th CAB



“I celebrate it with my family and friends. We barbecue and watch fireworks.”

Spc. Julinna Smith  
Human Resources  
HHC, 25th CAB





Maj. Gen. Lê Văn Cầu, deputy director of Vietnam’s Foreign Relations Department, Ministry of National Defense, gets a look inside an HH-60M Black Hawk, medevac edition, as part of an overview of the capabilities and assets the aircraft provides the 25th ID.

# Vietnamese delegations visit Schofield Barracks

Story and photos by  
**STAFF SGT. MATTHEW G. RYAN**  
25th Infantry Division Public Affairs

SCHOFIELD BARRACKS — Maj. Gen. Lê Van Cau, Vietnamese deputy director of Foreign Relations Department, Ministry of National Defense, and Vietnamese senior advisers, visited the Tropic Lightning Division and the 25th Combat Aviation Brigade, June 22.

The visit was to provide the Vietnamese general with a better understanding of how the U.S. Army conducts helicopter medical evacuations, and helicopter safety and maintenance techniques learned.

Col. Ken Chase, commander, 25th CAB, hosted the Vietnamese delegation and briefed them on the mission essential roles and responsibilities of the aviation brigade and how the CAB provides the U.S. Army and our partner nations vast capabilities within the Pacific region.

“We are trained for any situation, whether it be humanitarian, disaster relief, aircraft recovery

or combat mission for our joint forces, and through valuable bilateral exchanges and training exercises with our Soldiers side-by-side, we build trust and foster a working relationship like what we gain through the Pacific Pathways,” said Chase.

The Vietnamese delegation was also able to view two different Stryker static displays from the 2nd Bde. Combat Team, before heading out to the 25th CAB’s medevac aircraft, the HH-60M Black Hawk, to receive a more in-depth brief of the aircraft and the capabilities it provides.

The Tropic Lightning Division routinely engages with Pacific nations to build relationships, interoperability and partner capacity in order to enhance security and stability in the region.

“Under the guidance of Gen. Vincent Brooks, the U.S. Army-Pacific commander, we have reshaped the focus and all of the exercises to help enhance training in all aspects with our partner nations to help increase the stability of the Pacific area of responsibility,” said Brig. Gen. Patrick Matlock, 25th ID deputy commander-Support.

“Our forces have to provide combat roles, as well as protect our citizens by providing humanitarian and disaster relief aid. This shared learning on how to provide more assistance to our citizens is very valuable. It was a great pleasure to be here and sharing your knowledge with us,” said Maj. Gen. Lê Van Cau.



Left, Col. Ken Chase, commander, 25th CAB, explains the different formations within the brigade.



Right, Maj. Gen. Lê Văn Cầu (center) is briefed on humanitarian and disaster relief missions.

# Transition: Summit brings employers, July 7-8

CONTINUED FROM A-1

meet national-level employers who will really be able to help in the transitioning process. “It’s also a leg up for military spouses who will be able to meet with local employers who are interested in hiring military spouses,” she added.

U.S. Secretary of Labor Thomas E. Perez and U.S. Secretary of Veterans Affairs Robert A. McDonald will be at the summit to deliver keynote speeches.

Army veteran Kualii Makaneole, who retired from

active duty in 2013, will be part of summit panels focused on perspectives on transition, where he will share his insight and experience.

He said preparing himself for a post-Army career was key to his successful transition. He attended numerous career fairs and workshops, pursued a degree from the University of Phoenix and took on part-time jobs that eventually helped him to secure his current full-time position as a JROTC instructor at Leilehua High School.

“You need to have a personal (transition) plan in

order to get what you want,” said Makaneole, who retired as a master sergeant in the 3rd Brigade Combat Team, 25th Infantry Division.

Makaneole added that the Hawaii Transition Summit could help Soldiers, family members and veterans accomplish a plan.

After wrapping up at Schofield Barracks, the summit moves on to Joint Base Pearl Harbor-Hickam on July 8-9, with panel discussions, networking opportunities and a job fair.

The official schedule and a map follows.

# IMCOM RD sends safety message

**CHRISTINE T. ALTENDORF**  
Region Director,  
Installation Management  
Command-Pacific

On July 4, 2015, we commemorate the founding of our country and a time we celebrate our freedom.

Prior to the start of celebrations, take the time to reflect upon the freedoms that we all enjoy and honor the sacrifices of those who have defended, and those who continue to defend, our freedom.

I ask that all do their part to prevent accidents. Personal responsibility is the key and that begins with leaders who care about their personnel. Get involved, emphasize safety and lead by example.



Altendorf

Prior to the holiday weekend, every supervisor should provide a safety briefing to their personnel to talk about the hazards. In particular, address those hazardous activities traditionally associated with the Independence Day holiday period, such as driving, use of fireworks, water sport activities and activities in excessive heat.

Vehicle accidents due to drinking, fatigue, excessive speed and failure to wear seat belts continue to be the greatest threat to our personnel.

I want each of you to enjoy your families, celebrate smartly and return to work safely.

Have a safe and enjoyable holiday. Do take a moment to reflect on the true meaning of this Independence Day.

### Schedule of Events

*(The schedule and map of locations are subject to change.)*

**July 7**

**All events take place at the Nehelani.**

1-1:05 p.m. — Welcome message from Maj. Gen. Charles Flynn, senior commander of USARHAW.

1:05-1:25 p.m. — Keynote speech by U.S. Secretary of Labor Thomas A. Perez.

1:25-2:25 p.m. — Perspectives on Transition from the National Level panel, moderated by Col. Adam Roche of the Soldier for Life program. Representatives from the U.S. Department of Labor, U.S. Small Business Administration, U.S. Department of Veterans Affairs and U.S. Army Garrison-Hawaii will participate.

2:25-3:25 p.m. — Conversations with Employers on Best Practices panel, moderated by Ross Co-

hen, executive director of the U.S. Chamber of Commerce Foundation’s Hiring Our Heroes program. Representatives from Microsoft, JP Morgan Chase will participate as well as recently transitioned Army veteran Kualii Makaneole and the spouse of a recently transitioned Soldier.

3:25-5 p.m. p.m. — A networking event for attendees, employers and job seekers with a speed mentoring component between select employers and job seekers.

**July 8**

**Events take place at the Martinez Physical Fitness Center.**

9 a.m. — Job seekers may begin to register.

10-10:05 a.m. — Welcome message from Maj. Gen. Charles Flynn, senior commander of U.S. Army Hawaii.

10:05-10:20 a.m. — Remarks by Secretary of Veterans Affairs Robert A. McDonald.

10:20-11:30 a.m. — Employers on Best Practices panel, moderated by Ross Cohen, executive director of the U.S. Chamber of Commerce Foundation’s Hiring Our Heroes program. Representatives from Microsoft, JP Morgan Chase and the Soldier for Life program will participate, as will recently transitioned Army veteran Kualii Makaneole and the spouse of a recently transitioned Soldier.

11:30 a.m.-1 p.m. — Hiring fair for Soldiers, spouses and veterans.

**July 8**

**Event takes place at the Nehelani.**

1 p.m.-5 p.m. — Hiring Fair and Veterans Service Organization Expo featuring federal/state agencies and nonprofit resources.

### LEGEND

1-Nehelani

- Leaders event (July 7)

- Networking event (July 7)

- Job fair (July 8)

2-Martinez Fitness Center

- General assembly & panel discussions (July 8)

- IT Workshop (July 8)

3-Education Center

- VET Employment Center workshops (July 8)

4-Post Conference Room

- Resume writing workshop (July 8)

- Military spouse workshop (July 8)

- Federal careers workshop (July 8)

5-Dive Shop

- American Job Centers workshop (July 8)

- Boots to Business workshop (July 8)

6-Sgt. Smith Theater

-NCO development event (July 8)



# Vice chair says, ‘Hire vets’

**SGT. 1ST CLASS TYRONE C. MARSHALL JR.**  
DoD News, Defense Media Activity

WASHINGTON — Hiring military veterans as they transition back into America’s communities is beneficial for businesses and the nation, the vice chairman of the Joint Chiefs of Staff said, here, June 24.

Navy Adm. James A. Winnefeld Jr. spoke before the U.S. Chamber of Commerce’s Mission Transition Summit, where he encouraged businesses to hire veterans and their spouses and dispelled misconceptions connecting veterans and post-traumatic stress.

## Reasons to hire veterans

Winnefeld said there are many good reasons why American businesses should hire veterans.

“First, our people are motivated by the right ideals,” Winnefeld said. “Our recruiting statistics show that most of these folks entered the military because they wanted to do something important.”

The vice chairman pointed to a recent survey that said people join the military for reasons of “pride, self-esteem and honor, followed by a desire to better their lives, then duty and obligation to country, and everything else you would imagine came after that.”

Winnefeld added, “I would sure want to hire someone mature enough at a young age to think of country before self. Americans can count on the fact that we’ve only added to that maturity over their time in uniform.”

## A diverse workforce

Winnefeld said the military has invested in a diverse workforce, including additional education.

“In many cases,” he said, “these veterans offer technical expertise directly relevant to the job for which they’re applying. In other cases, they bring the ability to quickly absorb new training in a skill similar to what they might have been doing in the service.”

The vice chairman said veterans “just know how to learn” and that service members gain highly sought-after skills and experiences during their time in the military.

“It’s a diverse workforce that made the cut to get into the military in the first place from a generation in which only three of 10 young people qualify,” the admiral said.

## Key attributes of military veterans

Winnefeld cited more than 40 years of peer-reviewed academic articles from several fields suggesting several key attributes required for success in business and industry that the military passes onto its veterans. These include being entrepreneurial, assuming high levels of trust, being adept at skills that transfer across contexts and tasks, leveraging advanced technical training and advanced team-building, he said.

“Who wouldn’t want these characteristics in their workforce?” he asked. “And that’s before you consider the tax credits that are available under several programs under which you can hire a veteran.”

## Character of veterans

Winnefeld also lauded what he called the “vital” values veterans bring to any organization – values that include loyalty, integrity and teamwork.

“When asked about employees they’ve recently released, employers most often cite character flaws rather than gaps in skill as their rationale,” he said. “Well, we’re pretty good at ironing out character flaws in the military; yet, many companies hire for a skill set listed in a vacancy announcement, not character.”

## Higher performance

The vice chairman also cited a study by CEB aimed at capturing the value proposition of veteran employees.

“They found that veteran performance is 4 percent higher than for nonveterans, and that veterans experience 3 percent less turnover,” he told the audience.

“When you apply this to a company with a workforce of only 25 percent veterans,” Winnefeld added, “that translates into at least an extra percent or two in annual revenue.”

A survey conducted by the job-search company Monster notes that 99 percent of employers believe their veteran employees perform better than, or as well as, their nonveteran peers, the vice chairman noted.

Winnefeld said hiring veterans should not be looked upon as an act of charity, but rather as an act of patriotism, because it actually contributes to the military’s future.

## Helping veterans make the transition

The admiral also discussed what the military is doing to help its service members as they transition to civilian life.

“We recently redesigned our Transition Assistance Program ... to provide contemporary, relevant and mandatory information, tools and training to ensure our members are prepared for civilian life,” he said. “This year, the services will begin implementing the Military Life Cycle model into their TAP programs, including grabbing on to whatever equivalency certifications that we can find.”

Military leaders recognized that simply briefing people as they walk out the door will not lead to their success, Winnefeld said. This model is designed to ensure service members’ careers are aligned with their civilian career goals and highlight things that they should address well before they separate, he explained.

Successful transition is ultimately an individual responsibility that requires planning and deliberate execution, the admiral said, and the military has made transition a leadership priority.

“I believe it’s going to take a while to get our program right,” he acknowledged, “and we definitely need your feedback. What we’re looking for is continuous improvement over time.”

## Misconceptions about veterans

But despite programs to assist with hiring transitioning service members, Winnefeld said, veterans still face stereotypes that can raise barriers to their ability to find employment.

“Many prospective employers are scared off by the misimpression that veterans suffer disproportionately from post-traumatic stress,” the admiral said. “Indeed, 46 percent of (human resources) pros surveyed by the Society for Human Resource Management cited (PTSD) and mental health issues as potential barriers to hiring employees with military experience. What a shame.”

The reality, he said, is that while a small minority of veterans do experience post-traumatic stress and mild traumatic brain injury, their susceptibility to it is no greater than the average American.

Moreover, Winnefeld said, these conditions can be treated, and may well be better treated for some veterans than any other sector of society – although there is still much more that can be done.

“But there’s no data that confidently links (PTSD) with a propensity for violence, so we need to dispense with that narrative,” he added.

## Hiring veterans is a win-win

Winnefeld encouraged all Americans to take an interest in successfully transitioning the nation’s veterans, who have regained their rightful place of dignity in America that they’d unfairly lost decades ago in the wake of the Vietnam War.

That dignity, Winnefeld said, is extended and leveraged in a “good and honorable and profitable way when these magnificent men and women come home and their talents are put to use in the private sector.”

He added, “I don’t use the phrase ‘give them a job’; that sounds like a handout. I much prefer, ‘recognize their exceptional potential to make a solid contribution to the bottom line.’”

Hiring veterans is a win-win proposition, the vice chairman said — one that benefits the nation’s veterans as well as America’s businesses.



# IMCOM starting Voluntary Placement Program (IVPP)

## ARMY NEWS SERVICE

News Release

Beginning June 30, eligible permanent IMCOM GS-09 and above (or wage grade equivalent) employees will be able to apply to available positions posted on an AKO portal on a weekly basis.

The goal of the program is to allow current employees an opportunity to volunteer for career-broadening assignments within the command before considering outside applicants.

At this time, the program does not include opportunities for CONUS to CONUS or OCONUS to OCONUS movement, and does not extend to non-appropriated fund (NAF) employees due to regulatory issues.

Employees may apply for multiple positions, but are limited to using a single resume during any given week.

In accordance with DOD PPP policy, valid job offers made under the IVPP will be considered legitimate for IMCOM OCONUS employees registered in PPP. Declining an IVPP valid job offer may result in removal from PPP and may subject the employee to adverse action. OCONUS PPP registrants should submit resumes only for positions they are prepared to

accept.

Other employees who decline firm job offers under the IVPP will receive no further consideration under this program. Only region directors for garrison and region employees, and deputy commanding generals for HQ and AEC employees, may approve exceptions to this provision.

For exceptions, employees must submit a written request through command channels to the appropriate approving official who will forward their decision to the HQ IMCOM G1 POC.

HQ IMCOM G1 is the proponent for the IVPP program.

*(Note: Article from Headquarters, Installation Management Command Civilian Personnel Branch.)*

## Questions

Please forward questions to [usarmy.jbsa.imcom-hq.mbx.voluntary-placement-program@mail.mil](mailto:usarmy.jbsa.imcom-hq.mbx.voluntary-placement-program@mail.mil).



## What does it mean?

- AEC, Army Environmental Center.
- AKO, Army Knowledge Online.
- CONUS, continental U.S.
- IVPP, IMCOM Voluntary Placement Program.
- IMCOM, Installation Management Command.
- OCONUS, outside continental U.S.

## Frequently Asked Questions

The command’s new Voluntary Placement Program will give first consideration to internal employees wishing to move overseas or return to the continental U.S. from an overseas position.

**Q1.** What is IMCOM Voluntary Placement Program (IVPP)?

**A1.** IVPP is a program created to enhance career broadening opportunities and incentives for employees to remain within IMCOM.

IVPP will enable IMCOM CONUS employees to receive first consideration for OCONUS assignments and IMCOM OCONUS employees to receive the same consideration for CONUS assignments.

Available opportunities will be posted on the AKO portal on a weekly basis (new jobs will be posted every Tuesday).

**Q2.** How is the IVPP different from the IMCOM Enhanced Priority Placement Program/Priority Placement Program (IEPP/PPP)?

**A2.** IMCOM employees in both OCONUS and CONUS will be able to participate in IVPP and apply for consideration to IMCOM vacancies. IEPP is only available for IMCOM OCONUS employees registered in PPP and enhances the placement opportunities of IMCOM PPP registrants against IMCOM CONUS positions.

IEPP is not available for CONUS IMCOM employees.

**Q3.** Who is eligible to enroll in the IVPP?

**A3.** Permanent IMCOM OCONUS employees GS-09 and above (and wage grade (WG) equivalents) are eligible for consideration for IMCOM CONUS assignments. Permanent IMCOM CONUS employees GS-09 and above (and wage grade (WG) equivalents) are eligible for consideration for IMCOM OCONUS assignments.

At this time, it does not include opportunities for CONUS to CONUS or OCONUS to OCONUS movement and does not extend to non-appropriated fund employees.

**Q4.** How does the application process work?

**A4.** IMCOM employees will be required to submit a resume and application using AKO. Employees will be allowed to submit one resume a week and submit applications to multiple opportunities using the same resume.

Resumes may only be revised and re-submitted during the new posting cycle.

**Q5.** How will I know the status of my application?

**A5.** HQ IMCOM G1 will provide applicants updates to their application status through AKO.

**Q6.** How does the selection process work?

**A6.** Hiring managers will receive a list of eligible candidates; they will have two weeks to review and make a selection determination. Hiring managers may contact the employees and interview unless the bargaining agreement or local merit promotion plan requires interviews as part of the candidate assessment process. In those cases, the requirements of the labor agreements / merit promotion plans will be met.

Hiring managers are encouraged to vet candidates by obtaining references to verify satisfactory performance and conduct before making a decision.

Upon receipt of selection decision from a hiring manger, HQ IMCOM G1 will coordinate the selection with the servicing civilian personnel advisory center (CPAC). The selectee will receive an official offer through the CPAC.

**Q7.** What happens if an employee declines a job offer through the IVPP?

**A7.** In accordance with DOD PPP policy, job offers made under the IVPP may be considered valid for IMCOM OCONUS employees registered in PPP. Such declination may result in the removal from PPP and may subject the employee to adverse action. Therefore, OCONUS PPP registrants are cautioned to submit resumes only for positions they are prepared to accept.

# 45th to 25th: 8th TSC brigade becomes part of 25th ID



Above left, the leadership team of the 25th Sust. Bde. uncases the colors, Tuesday, June 30. Col. Gavin Lawrence, commander (at right, left), and Command Sgt. Maj. Pang Shen perform the uncasing during the change of command and redesignation ceremony.

## CONTINUED FROM A-1

ment went smoothly. Each section was required to form good communication and connections before the switch.

“The casing of the 45th and the subsequent uncasing of the 25th colors is bittersweet for the Soldiers within the ranks assembled before you,” said Col. Gavin Lawrence, incoming commander for the newly designated 25th Sust. Bde.

In reference to the brigade lineage, Lawrence said the “Amer-

ican Pacific Response Force (is) a unit that has honorably served our nation’s interests since World War II. Although the name of the sustainment brigade has changed, our mission remains focused on sustainment support.”

The attachment of the brigade to a division does not change the mission of the 25th in the garrison or during wartime. There are some adjustments for Soldiers to make in terms of workflow and the training day, but their mission to provide sustainment across the Pacific remains steady.

“To the officers, noncommissioned officers and Soldiers of the brigade, you are truly the best this country has to offer. I am forever grateful to you for your dedication to our mission. It was truly an honor and privilege to serve as your commander,” Boyd said.

Soldiers stood in reflection for a moment as the 45th Sust. Bde. colors were cased. The brigade may answer to a different command, but its strong support of units across the Pacific remains unwavering.





# 9th MSC troops in MREP head to Denmark, Bulgaria

**CAPT. DEBBIE EDDIN**  
9th Mission Support Command Public Affairs

FORT SHAFTER FLATS — Four Soldiers from the 9th Mission Support Command made the cut from more than 200 Army Reserve applicants to the Military Reserve Exchange Program.

This is the second year in a row 9th MSC Soldiers will participate in this exchange.

“Excited,” said Sgt. Alyson Tugaoen, executive assistant, 9th MSC Command Group, used when she found out she had been selected to participate in this year’s exchange program.

Tugaoen was inspired to apply for the program after talking with Capt. Mary Kennedy, who participated in the exchange program last year. She gathered all of the information about the program, the selection process and applied.

She was notified, April 8, that she was selected and would go to Denmark to be on the Denmark Rifle Team, competition shooting and field sports.

“I don’t know what all that quite means, but I will do my best,” Tugaoen said.

Capt. Danicia Jackson, civil affairs officer, 303rd Maneuver Enhancement Brigade, 9th MSC, and 1st Lt. Brittany Friend, executive officer, Det. 2, 1984th U.S. Army Hospital, left for Denmark, June 5.

Friend comes from a military family, her grandfather served in the Air Force during World War II.

“I would like to learn the standard operation procedures, the voluntary requirements and also learn the similarities of their active and reserve components as to ours.”

1st Lt. Andrea Kellum came to the Army Reserve after serving on active duty. Like Friend, she

has a family legacy of military service. Her father served in the Air Force.

Kellum won’t be joining her fellow teammates in Denmark; she’ll serve in Bulgaria. Currently serving as the plans and operations officer, 9th MSC G1, Kellum will have the opportunity to have a similar experience in Bulgaria.

“My expectation is to learn how the Bulgarians conduct operations for their service, and have the opportunity to meet and work with other reserve Soldiers from Denmark, the UK and Germany,” Kellum said.

In preparation for their trip abroad, the Soldiers had to complete weeklong training class at Camping Blanding Joint Training Center in Starke, Florida. There they concentrated on current defense and security issues that relate to reserve forces within NATO and its partners.

The four citizen-Soldiers from the 9th MSC are excited about this opportunity to work with reserve Soldiers from other nations, to learn from each other and exchange best practices.

According to the Office of the Secretary Defense Reserve Affairs website, the primary purpose of the program is to provide National Guard and Reserve officers training associated with mobilization duties

while enhancing their ability to work and communicate with the military individuals of the host nation.

It provides the opportunity for reserve officers to complete annual training pertinent to their mobilization assignment while they gain an understanding of the training, doctrine and operations of a major alliance partner.



**Sgt. Alyson Tugaoen fires a Canadian C7 rifle in a competition in Denmark. She will be on the Denmark Rifle Team**



Photos courtesy of 9th Mission Support Command

**Sgt. Alyson Tugaoen takes a break from shooting with her teammate, Norwegian Army Cpl. Gry Hege Stole, June 21.**



**Joseph Kopser tells Soldiers, “Don’t look for a job. Find your passion and you’ll never work another day in your life.” He spoke at the Pentagon, June 26.**

## CEO advises Soldiers to prep now for transition

Story and photos by  
**DAVID VERGUN**  
Army News Service

WASHINGTON — “Don’t look for a job,” advised Joseph Kopser, CEO and co-founder of RideScout. “Find your passion and you’ll never work another day in your life.”

Kopser and 10 other captains of industry spoke at a Soldier for Life seminar at the Pentagon, June 26.

Think about someone doing something you think is really cool, Kopser said. Then, “be like them,” he said. “It’s really that simple.”

Kopser said he spent 20 years in the Army doing some really cool things. Being a company commander was cool. Returning to the U.S. Military Academy, West Point, New York, as an instructor was cool, too.

He also deployed twice to Iraq.

Right about the 20-year mark, Kopser said he woke up one day and realized he was losing his passion. He turned down a plum assignment and hung up his spurs.

Kopser’s moment had come to follow his new passion, a passion that others might consider a bit unusual. Having worked at the Pentagon, and having to deal with Washington, D.C., traffic, he had become fascinated with traffic and with different ways to get to work, such as rideshare, buses and trains. He said he was a self-described “transportation wonk.”

To make a long story short, he moved to Austin, Texas, and built a company, RideScout, that makes transportation apps. He said he knew he had been successful in his work when President Obama and his transportation secretary paid him a visit and tried out his app, he said.

“I got in the position where I got to be me,” he said, referring to his transition to his newfound passion.

There were no more commanders barking orders, no more officer evaluation reports.

“I ran at 110 mph,” he said.

But transitioning wasn’t exactly a cakewalk either, he admitted.

“Other than getting shot at in combat, there’s nothing more challenging than standing a company up from scratch,” he said.

Kopser admits to favoritism. He favors hiring veterans.

“Almost everything built in this country was built by teams of people, and no one knows more than veterans how to build teams,” he said. “We had to. We were forced into teams with people. We had no chance to choose our team. We had to learn to get along with people from all over, each with their own strengths and weaknesses. We were mission-oriented. We solve problems quickly, often in a crucible of stressful situations.

“The U.S. military is the greatest source of entrepreneurs on the planet. We solve problems, build teams and, importantly, we don’t sweat the small stuff,” he said.

During World War II, 49 percent of veterans who separated created companies. Today, that figure is down to 6 percent.

“That’s a total waste of talent for veterans who have what it takes to create companies. They just don’t know they have it,” said Kopser.

A last piece of advice: Prepare for your transition now.

“Don’t do like my roommate did and wait until he separated. He spent eight months job searching, Kopser said. “He wasn’t looking for his next career, and he wasn’t following his passion. He was just looking for a job. Don’t do what he did.”

Tony Stamilio, deputy assistant secretary of the Army for Manpower and Reserve Affairs for Civilian Personnel/Quality of Life, also a former career Soldier, spoke briefly.

He advised Soldiers not to be terrified of transitions.

“Every Soldier is a transitioning Soldier. Every time you change duty stations, career fields, get married, have children and take on new challenges and responsibilities, you’re transitioning. So, you already know how to do it. You just don’t know you know,” he said.



Stamilio



# Mastering the art of writing emails takes effort

ARMY NEWS SERVICE  
News Release

FORT LEE — Its reelly frustraiting when you re-ceive one of them emails which didn’t get proofred or spelcheked. They not only fale to co-municate the massage but it don’t reflect very well on you’re orginization either.

While small misteaks ... er, mistakes ... in our written messages are inevitable and usually for-givable, that isn’t the case with communiqués that appear to have been written by someone with their eyes closed. (*Errors intentional.*)

It’s a “red flag,” according to corporate com-munication experts who offer all sorts of online advice about business correspondence.

“Sending an email without proofreading is like shooting a gun without aiming,” notes one column on [dailywritingtips.com](#).

“If your words are riddled with grammatical mistakes, misused words, poorly written sen-tences and typographical errors, your email mes-sages very well may become laughing matters. Your coworkers may be very entertained by evi-dence that your writing skills leave something to be desired,” the site says.

So, step one in mastering the art of email is to use the grammar and spell-check features that are included with all of the common word process-ing and messaging programs, like Microsoft Out-look. They’re not foolproof. Sometimes, they misfire with homonyms like their and there, but they remind you to check your work, and that sec-ond read-through is when you’ll find most of the mistakes.

Another effective editing trick is to read what you wrote out loud. It’s a good way to find clum-

sy sentences, improper punctuation and mis-used words because you’re seeing and hearing them in a different context.

Another common problem with written com-munication is wordiness — messages that go on and on, blah, blah, blah, just to inform you a meeting is scheduled for 3 p.m. next week.

“If the reader has to keep scrolling through unstructured thoughts, the email can come across as unimportant, patroniz-ing or careless,” noted Josh Gordesky, president of Game Plan Communica-tions and a frequent blogger on the subject of corporate messaging.

“Unfortunately, redundancy is one of the biggest causes of wordiness fol-lowed by irrelevant statements,” said Mignon Fogarty, a.k.a. “Grammar Girl,” in her online column. “Here’s one that I’m guilty of in emails, starting a sentence with ‘I just wanted to let you know that. ... Ugh! Just say it. There’s no need to sneak up on a sen-tence like you’re trying to lasso a wild horse.

“It’s not even good writing because it uses past tense as if I wanted to tell someone, yes-terday, but didn’t get around to it until today, and even though I’m not so sure anymore, I’ll just say it anyway,” said Fogarty.

Which brings us to steps two and three: Set a 300-word limit and stick to it. Apply the “bot-tom line up front” rule where you clearly state the purpose of the email in the first sentence, and follow with any information that’s re-quired for clarity, further coordination and preparation, if needed.

During the final grammar check, eliminate the puff and fluff. Short, simple sentences are far more effective than attempts to show off your vocabulary.

Remember also that signature blocks should

be equally succinct. Names, titles, office numbers and hot links to the Interactive Customer Evalu-ation system or your organization’s website are OK. Unofficial/personal quotations, mottoes, slogans and logos are not only unnecessary infor-mation; they’re also prohib-ited by Army Signal Com-mand entities like the Network Enterprise Center.

Subject lines should be another consideration (step four). According to the website Ping-dom.com, an esti-mated 294 billion email messages are transmitted every day. The amount generated by the U.S. government alone is anybody’s guess, but it’s pretty clear that email users have to be compet-itive every time they hit the “send” button.

A carefully considered and short subject line is the best way to grab attention. Anything else, to include “read this,” or, gasp, leaving the subject blank, is an assured ticket to the “deleted items” file.

This tip also applies to lengthy email discus-sions in which messages bounce back and forth between users. As the topic evolves or changes, edit the subject line and keep it current and effective.

The fifth and final tip is probably the most im-portant of all. Know who you’re communicat-ing with and what his potential interest/knowl-edge level may be in the subject of the email.

This one covers a lot of territory ranging from shotgun emails to those created by techno-wiz-ards who think it’s OK to sum up two years of post-graduate work in a one-paragraph message.



### Tips and Links

- A lot of email in-boxes would be significant-ly smaller if users considered the following before firing another message into the com-puter grid:
- Would it be easier to pick up the phone or schedule a face-to-face meeting? Direct communication is the best way to ensure specific concepts, requests and/or event details are understood.
  - Am I including only need-to-know infor-mation? You don’t meet the needs of the reader when you send the Library of Congress in attachments and links. Re-member also that large file sizes bog down the email network.
  - Is “reply all” the right choice? Perhaps the other 47 recipients of the message aren’t interested in the dental appointment that

- will make you unavailable for tomorrow’s meeting.
- Does it comply with acceptable use rules? Annual information assurance training identifies the do’s and don’ts of govern-ment email. Caution is advised with fundraising activities other than CFC or those approved by post leadership.
- Chain mail and messages that promote any-thing that results in personal gain are pro-hibited.
- Anyone who would like to learn more about effective writing and email communication can find lots of information on the Internet. Among the more informative sites are these:
- [www.dailywritingtips.com](#),
  - [www.busessemailetiquette.com](#) and
  - [www.netmanners.com](#).



### Today

**Aliamanu Military Reservation Road Closure** — Aliamanu Drive, between Ama Road and Okamura Street, closed yesterday and will remain closed weekdays, 8 a.m.-4:30 p.m., until July 24.

Access to the YMCA will always be available through the southwest section of Aliamanu Drive

Traffic Report lists road, construction and noise advi-sories received by press time from Army and Hawaii De-partment of Transportation (HDOT) sources.

Visit [www.garrison.hawaii.army.mil/info/trafficcalendar.htm](#) for the latest Army traffic advisories.

Unless otherwise noted, all phone numbers are area code 808.

during the duration of the project.

**HNL Travels** — HDOT-Airports Division re-minds travelers to arrive two to three hours ear-ly for flights during the busy Fourth of July holi-day travel week.

Travelers are reminded of modified and lim-ited parking in the overseas parking structure (Lot D) — access to the overseas parking structure

will be from the Departures Level (upper) only, and access from the Arrivals Level (ground) is not available. The international parking structure (Lot A) and the inter-island parking structure (Lot M) are also open. During the busy holiday weekend, travelers are advised to allow for addi-tional travel time as these lots are located far-ther from the main terminal.

### 13 / Monday

**I of IV** — There will be a partial road closure near Schofield Barracks’ Trimble Road and Maili Street intersection for utility installation and curb and sidewalk upgrade in four phases.

Phase I will restrict Maili Street, and Phase

II will occupy parking and entrance/exit of Bldg. 1503 at the intersection of Trimble Road and Maili Street; both phases will go from July 13 through Jan. 15, 2016. Phases III and IV will be addressed in the near future.

### August

### 8 / Saturday

**WAAF Power Outage** — A daylong power outage is scheduled for Wheeler, East Range and Leilehua Golf Course.

Watch upcoming Traffic Reports for updates and a map of the affected areas.

# USARHAW SHARP summits focus on examining biases

Story and photo by  
**KAREN A. IWAMOTO**  
Staff Writer

FORT SHAFTER — The Army is in the midst of a major culture change as it strives to eliminate sexual assault from its ranks.

But sexual assault isn’t the problem, it’s a symptom, according to Russell Strand, chief of the U.S. Army Military Police School’s Behavioral Sciences Education & Training Division and keynote speaker at the U.S. Army Hawaii and U.S. Army-Pacific SHARP Summits, which were held at the Hale Ikena and the Sgt. Richardson Theater, June 24-26.

“The problem is much deeper,” he told his audience. “The problem is respect. If we really understood respect the way we’re supposed to understand respect, we wouldn’t have sexual assaults (in the Army).”

He shared an anecdote about a battalion commander who reprimanded a female Soldier in front of her company because other Soldiers had complained that she was having consensual sex in the barracks. The next day (the female Soldier) reported being raped, but the battalion commander considered it a false report because she’d reported it after he’d warned her about her behavior, and it was obvious to him that she was trying to deny responsibility for her actions.

“I said (to the battalion commander), ‘Did it ever dawn upon you that maybe the sex offender in that unit heard you (reprimand the Soldier in front of her company) and now got a green light?’” Strand recalled. “Then I asked him, ‘How did (the female Soldier) react when she got her reprimand?’ He said she was pissed. I asked how the men in the unit reacted when they received their reprimands. He said, ‘What are you talking

about? They didn’t do anything wrong.’”

Strand also pointed out that last year 37 percent of the suspects in the Army’s sexual assault crimes were noncommissioned officers and commissioned officers.

“It’s not privates. It’s also (sergeants major) and colonels and generals and majors and lieutenants and captains and (sergeants 1st class) and staff sergeants,” he said. “Have we got the message across? Not to 37 percent who sit in forums like this and shake their heads and say yes and move on through.”

These stories emphasized Strand’s larger point that no one can predict with certainty who will commit rape or how a victim of rape will behave. Yet, many of us harbor stereotypes and biases that may perpetuate an unsafe environment and a culture of violence.

Those biases reveal themselves when those who report being sexually assaulted are asked if they had been drinking prior to the assault, if they had attempted to fight off their attacker, if they accepted a ride home with their attacker. They reveal themselves when women are called derogatory names and men feel that speaking up is a sign of weakness.

“Some (biases) are accurate and helpful,” he said. “Others are inaccurate and harmful. “We should seek to educate ourselves, consistently examine our biases and keep an open mind with the mindset that there is far more that we don’t know and act accordingly.”

He said the Army has made tremendous strides in addressing sexual assaults, but has a long way to go.

“The Army can change its culture,” he said. “It is changing its culture, but we are not going to know culture change in the midst of it. We are



**Russell Strand, chief of the Army Military Police School’s Behavioral Sciences Education & Training Division, talks at a USARHAW SHARP summit, June 24, at the Hale Ikena.**

only going to know it on the other side.”

The next hill to take, he said, is increasing awareness of male-on-male sexual assault and ensuring that male Soldiers who report being sexually assaulted are treated with dignity and respect, and supported by their leadership and peers.

Strand’s presentation was backed up by his 36 years of research and experience in the fields of law enforcement and investigation. He responded to the 2009 mass shooting in Fort Hood, Texas, where he provided critical incident and trauma-victim interview support.

He was inducted into the Army Military Police Hall of Fame in 2011, received the 2012 End Violence Against Women International Visionary

Award and was featured in the Academy Award-nominated documentary “The Invisible War” about sexual assault in the military.

Maj. Gen. Charles Flynn, USARHAW senior commander, also spoke at the summit and said he found Strand’s findings to be eye-opening – particularly the statistic of 37 percent of sexual assault suspects being officers and NCOs.

“These are (Soldiers) who we’re promoting,” Flynn said, adding that that needed to change.

Flynn set a high standard for USARHAW, telling the audience of battalion and brigade leaders, “We are raising the bar, and we will jump higher. The bar should be zero incidents (of sexual assault). That may be aspirational, as we’re all humans, but this has to be the goal.”



Send announcements for Soldiers and civilian employees to [news@hawaiiarmyweekly.com](mailto:news@hawaiiarmyweekly.com).

**Today**

**Vote!** — Voting is your right and privilege —let your voice be heard. The Installation Voting Assistance Office encourages everyone to register to vote. Call 655-5546 or visit [www.fvap.gov/portal](http://www.fvap.gov/portal).

**TSP Update** — This week, the Thrift Savings Plan announced that H.R. 2146, the “Defending Public Safety Employees’ Retirement Act,” passed the Senate on June 24 and was sent to the president for his signature. The effective date is Dec. 31.

This bill amends the Internal Revenue Code to allow specified federal law enforcement officers, customs and border protection officers, federal firefighters and air traffic controllers who separate

from service in or after the year they turn age 50, to make a withdrawal from the TSP without incurring a 10 percent early withdrawal penalty.

**Holiday Schedule** — All Army Community Service and Child, Youth and School Services facilities will be closed today and July 4. For the Family and Morale, Welfare and Recreation hours of operation for Business Operations and Community Recreation facilities during the holiday weekend, call 656-0105.

**Corinthian Debts** — The federal government has launched some important changes with regard to debt relief for students who have attended Corinthian schools that have closed. This information may be useful to service mem-

bers, veterans and family members enrolled in one of the affected schools. Read the announcement at [www.ed.gov/blog/2015/06/debt-relief-for-corinthian-colleges-students/](http://www.ed.gov/blog/2015/06/debt-relief-for-corinthian-colleges-students/).

**7 / Tuesday**

**Transition Summit** — Soldiers transitioning from military to civilian life in the next 12-18 months are invited to this summit, July 7-8. It will include a job fair (or hiring event), multiple roundtable discussions, employment workshops, a networking event and up to 100 national and local employers in attendance. Spouses and veterans are welcome.

The secretaries of Labor and Veteran Affairs will attend. Locations include the Nehelani and Martinez Physical Fitness Center.



## PAU HANA

"When work is finished."

HAPPY BIRTHDAY



Courtesy and file photos

Fourth of July becomes a two-day affair this year as crowds can gather at Weyand Field to enjoy concerts featuring Sam Hunt on Friday, July 3, and Collective Soul and Michelle Branch, followed by fireworks, on July 4.

# Fourth of July 2015 evolves into a weekend festival

## DIRECTORATE OF FAMILY AND MORALE, WELFARE AND RECREATION

U.S. Army Garrison Hawaii

**SCHOFIELD BARRACKS** — A second day of concert entertainment at Weyand Field, here, highlights two days of Fourth of July activities this year for Soldiers, families and members of the military community.

Directorate of Family and Morale, Welfare and Recreation staff members, along with U.S. Army Garrison-Hawaii support services, will have the parade field at the ready when country music artist Sam Hunt takes the main stage Friday afternoon for a free concert.

### July 3

The Red, White and Blue Party kicks off the Fourth of July weekend activities with live entertainment by O.N.E. Nation and country artist Sam Hunt.

Weyand Field opens at 2:30 p.m. when food and beverages become available for purchase.

### July 4

The 44th annual Fourth of July Spectacular begins at 10 a.m. and will feature rides, midway games, crafts, food booths, a new products bazaar, a mini PX (post exchange), a surf simulator, archery, a Double Dare family challenge, water zorbs, Hali Hali rides, a mobile gaming truck and pony rides on Desiderio, Weyand and Sills fields throughout the day.

A live concert will feature performances beginning with Michelle Branch at 3:30 p.m., followed by Collective Soul at 5 p.m. An awe-inspiring fireworks display will close out the night, and the event concludes at 9 p.m.

### Installation impact

The combination holiday schedule and Fourth of July festivities will impact normal access and installation facilities, as follows:

•**Pool Entry.** The Richardson Pool will be open on July 3rd and 4th from 11 a.m. to 3 p.m. The parking lot will be closed. Patrons are asked to walk to the pool or park at parking lots located close to Weyand Field (lots at the bowl-

ing center, Kalakaua Community Center, etc.). Normal fees apply.

•**Drop off.** People attending the event may drop off their picnic supplies at a turn-around point in front of the Arts & Crafts building on July 4th until 9:45 a.m.

•**Commissary.** The Commissary will be closed on July 4. The Commissary parking lot will be closed and fenced off July 3 at 9 p.m. All cars left in the parking lot will be towed by A & L Motors. (Call 429-4994.)

•**Noise Advisory.** Residents and visitors on post will hear the cannon rehearsal and performance: July 3, 6-10 p.m., and July 4, 7:15-8:30 p.m.

### Event guidelines

The birthday bash is open only to Department of Defense ID cardholders, to include military members, their families, military retirees, DOD civilian employees and their authorized guests.

Officials with U.S. Army Garrison-Hawaii's DFMWR anticipate about 42,000 attendees will attend this year's events, and are asking for everyone's cooperation to ensure a safe and happy holiday.

### Safety first

To ensure a safe and happy holiday weekend for all, the following items are prohibited at the event:

- Glass bottles;
- Distilled spirits/liquor (whiskey, rum, vodka, tequila, etc.);
- Pets;
- Fireworks, including firecrackers and sparklers (Note: Fireworks are prohibited on all military installations, including Army Hawaii installations, at all times!);
- Charcoal/open-flame grills, unless they are in a designated picnic area that is reserved through DFMWR.

### Recycling

DFMWR will showcase its recycling and sustainability programs on post and is asking attendees to pitch in and dispose of their opala (rubbish) in the proper manner.



FMWR

Weyand, Desiderio and Sills fields host a variety of events and activities for the Fourth of July Spectacular ranging from pony rides to a mobile gaming truck to entertainment on two different stages, beginning at 10 a.m..

## Schedule of Events

### Desiderio Field

10 a.m.-6:30 p.m., Pony Rides, Petting Zoo  
10 a.m.-7 p.m., Game Booths, Mini Golf  
10 a.m.-8 p.m., Mechanical Bull Riding, Mechanical Surf Ride, Water Zorb  
10 a.m.-9 p.m., Food Booths

### Weyand Field

10 a.m., Information booth open, ATM, Lost & Found  
10 a.m.-3 p.m., Sponsor Tent, Car Giveaway  
Till 3 p.m., Drawing sign-up  
10 a.m.-9 p.m., Food Booths  
11:30 a.m., Military Working Dog Demonstration

### Family and MWR Stage

10-10:30 a.m., Red Light Challenged  
10:45-11:15 a.m., Amanda Frazier  
11:30 a.m.-noon, The Fresh Preps  
12:15-12:45 p.m., Ignite the Red  
1-1:30 p.m., Fat Jesus  
1:45-2:15 p.m., Backwards Shaka  
2:30-3, Stink Eye

### Sills Field/Tennis Court Parking Lot

10 a.m.-7:30 p.m., Climbing Wall  
10 a.m.-8 p.m., Rides Midway  
11 a.m.-3 p.m., Richardson Pool Open  
11:30 a.m.-7 p.m., Carriage Rides

### Pool Parking Lot Activities

10 a.m.-6 p.m., Crafts and New Products Bazaar, Video Gamer Trailer, Caricature, Balloon Twister, Archery 4-All

### Main Stage, July 4

3:30 p.m., Michelle Branch  
5 p.m., Flag Retreat  
5:05 p.m., Collective Soul  
7 p.m., Free Car Giveaway by Tony Group Autoplex  
7:30 p.m., 50 State Patriotic Salute, 25th ID Band  
Concert of "1812 Overture" with cannons  
8:30 p.m., Fireworks from the Commissary parking lot  
(The commissary and Flagview Mall stores are closed on the Fourth of July.)

### Parking

Public parking will be available; however, the garrison's DFMWR advises spectators to walk, rather than drive, if possible, to ease traffic congestion.

Drivers and all passengers ages 16 and older are required to show a valid ID at the gates. All drivers must possess valid vehicle registration and proof of insurance. All vehicles are subject to search at any time while on the installation.

### Parking lot closures

The following closures will be in effect:

- Fernandez Hall back lot: 4:30 p.m., July 2, through 8 a.m., July 5.
- Tennis courts/re-enlistment: 4:30 p.m., July 2, through 8 a.m., July 5.
- Commissary lot: 9 p.m., July 3, through 8 a.m., July 5.
- Fernandez Hall front lot: 10 a.m., July 3, through 8 a.m., July 5.
- Nehelani: 7:30 a.m., July 4, through 8 a.m., July 5.

### Stay in Touch

The point of contact is Aubrey Kiemnec, chief, Special Events, DFMWR, at 655-0110.

View the schedule of events at [www.himwr.com](http://www.himwr.com).





Briefs

Today

**Grill Your Own Steak Night** — FS Hale Ikena presents a savory feature every 1st and 3rd Friday of the month from 3-8 p.m. Grill your own steak, or we'll be glad to do it for you for an additional cost. Served with a baked potato and chef's choice of vegetable. Call 438-1974.

**Sam Hunt Concert** — Start the holiday weekend with this free concert featuring country music star Sam Hunt, beginning at 5:15 p.m., SB Weyand Field. (Other entertainment begins at 3 p.m.)

July 3-4 events are open to Department of Defense ID cardholders and their guests, and a 100 percent ID card check will be conducted at the installation's gates.

4 / Saturday

**Fourth of July Spectacular** — Join an estimated 35,000 of your best friends for a full day of crafts, games, rides, food and more, beginning at 9 a.m. at SB Weyand Field.

Main Stage concerts begin at approximately 3:30 p.m. with Michelle Branch, followed by Collective Soul at 5:05 p.m. and ending with a gigantic fireworks display at 8:30 p.m.

July 3-4 events are open to Department of Defense ID cardholders and their guests, and a 100 percent ID card check will be conducted at the installation's gates. See story on page B-1 for additional information.

6 / Monday

**Summer Mommy & Me Bowling** — FS & SB bowling centers offer moms one free game of bowling when purchasing games for their child — through July. Children must be 10 years of age or under. Not valid during cosmic bowling or holidays or for party reservations. Call 438-6733 (FS special, 1-9 p.m.) or 655-0573 (SB special, 10 a.m.-9 p.m.).

**Workweek Lunch** — Enjoy lunch from 11 a.m.-1 p.m for only \$10.95/per person at SB's Kolekole Bar & Grill and FS's Mulligan's Bar & Grill. Call 655-4466 (SB) or 438-1974 (FS).

Review menus at [www.himwr.com/dining/kolekole-bar-a-grill/](http://www.himwr.com/dining/kolekole-bar-a-grill/) kolekole-lunch-buffet and [www.himwr.com/dining/hale-ikena/hale-ike-na-lunch-buffet-menu](http://www.himwr.com/dining/hale-ikena/hale-ike-na-lunch-buffet-menu) for the week's current lunch specials.

**Family Bowling Night** — Join SB Bowling Center every first Monday for Family Bowling Night. Cost is \$50 for a family (up to five people). Includes two hours of bowling, shoes, one large pizza and one pitcher of soda.

Open to active duty and veteran military families. Limited availability, so reservations required by close of night before requested date.

ART COMPETITION

2015 U.S. ARMY

# Arts and Crafts

CONTEST

NOVICE AND ACCOMPLISHED ARTISTS

CERAMIC • DIGITAL DRAWINGS • FIBER • GLASS • METAL  
2D/3D MIXED MEDIA • PAINTING • WOOD

SUBMIT. ENTER. WIN | JUNE 1 - JULY 31, 2015

Courtesy Family and Morale, Welfare and Recreation

The 2015 Army Arts and Crafts Contest remains open through July 31 for Morale, Welfare and Recreation artisans and craftspeople to submit their handiwork covering a wide range of disciplines. Visit the Arts & Crafts Center at [www.himwr.com/recreation-and-leisure/arts-a-crafts](http://www.himwr.com/recreation-and-leisure/arts-a-crafts).

7 / Tuesday

**Story Time at FS Library** — Every 1st and 3rd Tuesday free preschool session features reading, dancing and crafts. Call 438-9521.

**Mexican Cuisine Lunch Buffet** — New Tuesday buffet, 11 a.m.-1 p.m., at FS Hale Ikena. Features beef tacos w/fixings, chicken fajitas, Spanish rice, refried beans, buttered corn, soup and salad for \$10.95. Call 438-1974.

8 / Wednesday

**BOSS** — Single Soldiers and geographic bachelors are highly encouraged to attend Better Opportunities for Single Soldiers meetings every Wednesday of the month to discuss community service projects and fun upcoming programs. Get involved and make a difference.

•South meetings are held at FS Bowling Center at 10 a.m., every 2nd and 4th Wednesday.

•North meetings are held at SB Tropics, at 3 p.m., every 1st and 3rd Wednesday.

**Cooking Club for Teens** — The FS Teen Lounge is looking for teens who enjoy cooking, want to learn new recipes, want to participate in food

tours and shows, and want to earn cooking award points towards reward excursions.

The cooking club meets every Wednesday, 3-4 p.m. Call the teen manager at 438-6470.

9 / Thursday

**Learn to Swim** — Classes are held Mondays, Wednesdays, Thursdays and Fridays, 9 a.m.-5 p.m., at SB Richardson Pool. Schedule is subject to change upon instructor availability. Proof of CYS Services registration will be required at time of sign-up. Call 655-9698.

**Tropical Thursdays** — Join the SB Tropics Recreation Center every Thursday for Texas Hold'em. The fun starts at 6 p.m. A free weekly tournament (with no buy in) lets you test your skills against the best of the best Army players around. Call 655-5698.

11 / Saturday

**ODR Ocean Splash** — Learn the basics of how to operate both one- and two-person canoes, kayaks, stand-up paddleboards and paddling sports. Outdoor Recreation supplies the transportation, equipment and instruction. Sign up at ODR no later than noon the day before the pro-

gram. Call 655-0143.

**AMR Parent's Night Out** — Reservations for the CYS Services program, 6-11 p.m., at the AMR Child Development Center will be accepted on a first-come, first-served basis at the Parent Central Services Office, for children ages 6 through the fifth grade.

To register, visit a CYS Services Parent Central Service office. Fees are \$20 for one child, E-5 and below; \$25 for E-6 and above; and \$5 per each additional child.

18 / Saturday

**Army Hawaii 10-Miler Qualifier** — Fastest Soldier-qualifiers from this 10-mile race, 6 a.m., around Schofield Barracks, will be considered to represent Team Hawaii in the Army Ten Miler, Oct. 11, in Washington, D.C. Register at the SB Health and Fitness Center or call 655-8007. Call the FS Physical Fitness Center at 438-8007.

**Introduction to Surfing** — Outdoor Recreation offers this beginner training for all ages, 8:30 a.m.-12:30 p.m., on the south shores of Oahu at White Planes. ODR provides transportation and equipment. Call 655-0143.

community Calendar

Send announcements a week prior to publication to [community@hawaiiarmyweekly.com](mailto:community@hawaiiarmyweekly.com).

Today

**Kolekole** — The SB Kolekole Walking/Hiking Trail is open this holiday weekend — i.e., today, Saturday and Sunday — from 5:30 a.m.-6:30 p.m., to DOD ID cardholders and their guests. Note, do not park at the trail from 6:30 p.m.-5:30 a.m. Violators will be ticketed. Use of the trail is permitted only during open hours.

**Housing Update** — The Schofield Housing Services Office (HSO) has relocated to Trailer #2818 Duck Road. New contact phone numbers are 655-4206/4207/5660. POC is Pam Hirota at 438-1518.

**First Friday Street Festival** — Honolulu's Chinatown and the art district area nightlife come alive every first Friday of the month, 8 p.m.-2 a.m., with entertainment, food and activities. Sponsored by Arts District Merchant Association. Call 521-1812; visit [www.artsdistrichonolulu.com](http://www.artsdistrichonolulu.com).

**Keith Urban Concert** — One of the industry's most electrifying live performers, four-time Grammy Award winner and American Idol judge Keith Urban will perform at the Blaisdell Arena, Oct. 7. Tickets are on sale now at the Blaisdell Box Office, Ticketmaster.com, all Ticketmaster outlets, including all Walmart locations on Oahu, Maui, Kauai and the Big Island, or charge by phone at 1-800-745-3000.

4 / Saturday

**MCCS 5K Holiday Fun Run** — Runaway Run 5K begins at 6:30 a.m. and will take a lap around the Marine

Corps Base Hawaii runway. Register at [www.mccshawaii.com](http://www.mccshawaii.com) or call 254-7590. Runners, walkers and strollers statewide are invited.

7 / Tuesday

**Transition Summit** — Soldiers transitioning from military to civilian life in the next 12-18 months are invited to this summit, July 7-8. It will include a job fair (or hiring event), multiple roundtable discussions, employment workshops, a networking event and up to 100 national and local employers in attendance. Spouses and veterans also welcome.

The secretaries of Labor and Veteran Affairs will attend. See the agenda and FAQs, and register at [www.uschamberfoundation.org/event/hawaii-transition-summits](http://www.uschamberfoundation.org/event/hawaii-transition-summits).

Job seekers who upload their resumes will get them viewed by employers ahead of the event.

10 / Friday

**Sesame Street Live:**

**Let's Dance** — Sesame Street favorites appear at the Blaisdell Concert Hall, 7 a.m., Friday, July 10; 10:30 a.m., 2 p.m., 5 p.m., Saturday, July 11; and 10:30 a.m. and 2 p.m., Sunday, July 12. The tour also offers 10 additional performances July 16-19. Visit [j.mp/sesame-street-live](http://j.mp/sesame-street-live). Call 768-5252.

18 / Saturday

**38th Prince Lot Hula Festival** — Hawaii's largest noncompetitive hula event is held 9 a.m.-4 p.m., Saturday, July 18, and 10 a.m.-3 p.m., Sunday, July 19, at Moanalua Gardens. There is no charge to attend, but donations are requested to raise funds to support the event. Visit [www.moanalugardensfoundation.org](http://www.moanalugardensfoundation.org).

22 / Wednesday

**High School Camping Trip** — The Religious Support Office sponsors this two-day experience, July 22-23. Call Kevin Schmidt (SB) 372-1567, or Alika Andrade (FS/AMR) at 321-4809.

worship Services

Additional religious services, children's programs, educational services and contact information can be found at [www.garrison.hawaii.army.mil](http://www.garrison.hawaii.army.mil). (Click on "Religious Support Office" under the "Directorates and Support Staff" menu.)

- AMR: Aliamanu Chapel
- FD: Fort DeRussy Chapel
- HMR: Helemano Chapel
- MPC: Main Post Chapel, Schofield Barracks
- PH: Aloha Jewish Chapel, Pearl Harbor
- SC: Soldiers' Chapel, Schofield Barracks
- TAMC: Tripler Army Medical Center Chapel
- WAAF: Wheeler Army Airfield Chapel

Buddhist Services

- First Sunday, 1 p.m. at FD
- Fourth Sunday, 1 p.m. at MPC Annex

Catholic Mass

- Thursday, 9 a.m. at AMR
- Saturday, 5 p.m. at TAMC, WAAF
- Sunday services:
  - 8:30 a.m. at AMR
  - 10:30 a.m. at MPC Annex
  - 11 a.m. at TAMC
- Monday-Friday, 11:45 a.m. at Soldiers' Chapel and 12 p.m., TAMC

Gospel Worship

- Sunday, noon. at MPC
- Sunday, 12:30 p.m. at AMR

Islamic Prayers and Study

- Friday, 1 p.m. at MPC Annex
- Friday, 2:30 p.m., TAMC
- Saturday and Sunday, 5:30 a.m.; 6, 7 and 8 p.m. at MPC Annex

Jewish Shabbat (Sabbath)

- Friday, 7:30 p.m. at PH

Pagan (Wicca)

- Friday, 7 p.m. at Wheeler Annex

Protestant Worship

- Sunday Services
  - 9 a.m. at MPC
  - 9 a.m., at FD, TAMC chapel
  - 10 a.m. at HMR
  - 10:30 a.m. at AMR
  - 11:30 a.m. at WAAF (Spanish language)
  - 11 a.m. at SC (Contemporary)
- Liturgical (Lutheran/Anglican)**
- Sunday, 10 a.m. at WAAF



Call 624-2585 for movie listings or go to [aafe.com](http://aafe.com) under realtime movie listing.



**San Andreas** (PG-13)  
Fri., July, 3, 7 p.m.  
Thurs., July 9, 7 p.m.

Home (PG)

Sat., July 4, 2 p.m.

Aloha (PG-13)

Sun., July 5, 2 p.m.



No shows on Mondays, Tuesdays or Wednesdays.

Calendar abbreviations

- 8th TSC: 8th Theater Sustainment Command
- 25th ID: 25th Infantry Division
- ACS: Army Community Service
- AFAP: Army Family Action Plan
- AFTB: Army Family Team Building
- AMR: Aliamanu Military Reservation

- ASYMCA: Armed Services YMCA
- BCT: Brigade Combat Team
- BSB: Brigade Support Battalion
- Co.: Company
- CYSS: Child, Youth and School Services
- EFMP: Exceptional Family Member Program
- FMWR: Family and Morale, Welfare and

- Recreation
- FRG: Family Readiness Group
- FS: Fort Shafter
- HMR: Helemano Military Reservation
- IPC: Island Palm Communities
- PFC: Physical Fitness Center
- SB: Schofield Barracks

- SKIES: Schools of Knowledge, Inspiration, Exploration and Skills
- TAMC: Tripler Army Medical Center
- USAG-HI: U.S. Army Garrison-Hawaii
- USARPAC: U.S. Army-Pacific
- WAAF: Wheeler Army Airfield





Photo courtesy of Defense Commissary Agency

The Exchanges on Oahu now offer reusable bags. Many are available at commissaries, above, for purchase. The Exchange will no longer carry single-use plastic bags due to a ban that prohibits Oahu businesses from doing so.

# Plastic bag ban arrives, Exchange becomes greener

ARMY & AIR FORCE EXCHANGE SERVICE  
News Release

DALLAS — Plastic grocery bags are not carrying their weight at the Hawaii Consolidated Exchange, and beginning July 1, single-use plastic checkout bags and non-recyclable paper bags will be replaced by reusable plastic bags at the register.

The change comes following a ban that prohibits Oahu businesses from providing customers with non-compostable plastic or paper bags at checkout.

This ban does not apply to non-recyclable paper bags used for takeout by sit-down or fast food restaurants and bakeries, or to bags used inside of stores to package loose items.

“Now, more than ever, we would like to remind shoppers to take advantage of utilizing

“Now, more than ever, we would like to remind shoppers to take advantage of utilizing reusable bags,” said the Hawaii Consolidated Exchange General Manager Robert Rice. “We are embracing the opportunity to become a ‘greener’ place to shop.”

— Army & Air Force Exchange Services

reusable bags,” said the Hawaii Consolidated Exchange General Manager Robert Rice. “We are embracing the opportunity to become a ‘greener’ place to shop.”

Military shoppers are encouraged to purchase reusable bags made of cloth or plastic, which are both more environmentally friendly

and come with built-in rewards at the Exchange. The “Use a Bag, Save the Planet” initiative rewards shoppers by giving back five cents for every reusable bag they use while shopping at an Exchange retailer.

The five-cent rebate applies only to shoppers who bring in and use reusable shopping bags (plastic bags do not apply). As such, customers who simply decline a plastic bag, but do not utilize a reusable bag, will not qualify for the five-cent credit.

More Online

Visit the Exchange at [www.shopmyexchange.com](http://www.shopmyexchange.com).



Photo courtesy of Schofield Barracks Commissary

The Hawaii winners of the DeCA 2015 Scholarships for Military Children program are from left, Jasmin Ash, 21; Brandon R. Takao, 18; and Arianna Sala, 17.

# 700 students earn scholarship awards

MIKE PERRON  
Defense Commissary Agency

FORT LEE, Virginia — Seven hundred students of military families will each receive a \$2,000 scholarship this year thanks to the 2015 Scholarships for Military Children program.

The scholarship, created in 2001, recognizes the contributions of military families to the readiness of the fighting force and celebrates the commissary’s role in enhancing military quality of life.

“The scholarship program helps improve educational opportunities for military children,” said Marye Carr, Defense Commissary Agency liaison for the program, “and at DeCA, we are proud to be a small part of honoring the best and the brightest young students in our military communities.”

No government funds are used to support the program. DeCA’s industry partners – vendors, manufacturers, brokers, suppliers – and the general public donate money to fund the program, and every dollar donated goes directly to funding the scholarships.

“I’ve always been amazed and impressed with the intelligence, the creativity and the dedication, the pursuit of scholastic excellence shown by these students,” said Michael J. Dowling, DeCA deputy director and COO.

“Our stores host awards ceremonies for scholarship recipients,” Dowling added, “and we all recognize the support of the many folks – our industry partners and the Fisher House Foundation – for making the scholarship possible.”

The scholarship program is administered by Fisher

House Foundation, a nonprofit organization that provides assistance to service members and their families.

“The competition among applicants was keen,” said Fisher House Foundation Vice President Jim Weiskopf. “Those who were selected had excellent grades, had leadership positions in school extracurricular activities and were active volunteers in their communities. Some had full-time or part-time work experience. All wrote thoughtful, well-researched essays.”

Four thousand applications were submitted for this year’s scholarships. The number of scholarship awards each year is based on funds available, but the program awards at least \$2,000 at each military commissary. If there are no eligible applicants from a given commissary, the funds designated for that commissary are awarded as an additional scholarship at a different store.

Planning for next year’s program is underway, and an announcement of open dates to apply is usually made in the fall.

“For the coming year’s scholarship program, we will remind students the program is open with banners at commissary entrances,” said Carr.

Applications will be available in commissaries worldwide and online at [www.militaryscholar.org](http://www.militaryscholar.org). To apply for a scholarship, a student must be a dependent, unmarried child, younger than 21 – or 23, if already enrolled as a full-time student at a college or university – of a service member on active duty, a reservist, guardsman, retiree or survivor of a military member who died while on active duty or survivor of a retiree.

Applicants should ensure that they, as well as their sponsor, are enrolled in the DEERS database and have a current military ID card.



# IPC scholars receive Winning Edge grants

ISLAND PALM COMMUNITIES  
News Release

SCHOFIELD BARRACKS — Two Island Palm Communities residents have been selected as recipients of the 2015 WinningEdge Scholarship sponsored by WinnCompanies, the company providing property management services at Island Palm Communities.

“We’re proud to work alongside an organization like WinnCompanies that has generously provided scholarships to our residents for several years,” said Pete Sims, IPC project director. “We look forward to this year’s recipients achieving much success in their future endeavors.”

Created in 2012, the WinningEdge Scholarship Program provides financial assistance to residents who are high school and GED graduates and who are pursuing studies at a post-secondary educational institution. Recipients are chosen based on academic performance, character and proficiency in their chosen field of study.

Tessa Baker and Greyson Haynes were among 43 national winners of \$1,000 scholarships annually awarded by WinnCompanies.

I was very happy to learn that I was a recipient of the Winning Edge scholarship,” said Tessa, a 2015 graduate of Radford High School. Tessa will attend Northern Arizona University in the fall and pursue a nursing degree specializing in neo-natal care.

“Your (WinnCompanies’) financial generosity has allowed me to be one step closer to my goal, and it has inspired me to help others by giving back to the community,” added Tessa.

Greyson Haynes, also a graduate of Radford High School, will attend The Citadel in the fall. He plans to study criminal justice and pursue a career in the U.S. Army or Navy.

A total of \$43,000 was awarded to WinnCompanies residents nationwide through the WinningEdge Scholarship Program this year. Of the 43 recipients, 21 are residents of military communities managed by WinnCompanies.



Baker



Haynes

**About IPC**

Island Palm Communities, a partnership between leading international property and infrastructure group Lendlease and the U.S. Army, is the largest residential privatization project ever awarded by the Army. The partnership will develop, design and construct 5,241 new homes, renovate 2,515 existing homes and provide property and maintenance management for the U.S. Army Garrison-Hawaii through 2054.

**About WinnCompanies**

WinnCompanies is a visionary national real estate company dedicated to the highest standards of excellence. Through its companies, WinnDevelopment, WinnResidential and WinnMilitary, Winn develops, acquires and manages multifamily, affordable, senior, mixed-income, market rate, as well as commercial properties throughout the United States.





# Schools’ ‘Strive HI’ earns 3-year ‘flexibility waiver’

**HAWAII DEPARTMENT OF EDUCATION**  
News Release

HONOLULU — The U.S. Department of Education has announced Hawaii’s school accountability and improvement system, Strive HI, has received a full three years of unconditional flexibility from provisions of the Elementary and Secondary Education Act (ESEA), also known as No Child Left Behind (NCLB).

“This announcement truly honors the progress and hard work of Hawaii’s school leaders and educators,” stated Kathryn Matayoshi, superintendent of the Hawaii State Department of Education (HIDOE). “This con-

tinuation of our ESEA Flexibility Waiver allows us to stay the course with the Strive HI system.”

Previous federal approval of the state’s plan to track and measure school effectiveness were conditionally approved for terms of one year. This marks the first time Strive HI has been approved for a full term without conditions.

The Strive HI Performance System was first approved in May 2013. It is a culmination of work by Hawaii educators, parents, community groups and higher education professionals. It replaces NCLB’s most ineffective and outdated

components with meaningful benchmarks aligned with goals of the Department/Board of Education State Strategic Plan.

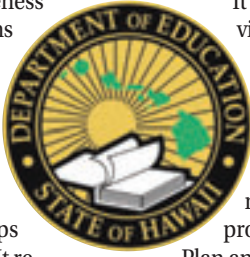
It was approved for a one-year provisional term, and again in 2014. Over the past year, HIDOE has held discussions with stakeholders on necessary changes based on faculty feedback.

“The adjustments to Strive HI reflect multiple factors that improve our alignment to our Strategic Plan and goals for student and school achievement,” stated Matayoshi.

Based directly on input from principals, the Department has worked to improve the Strive HI Performance System.

Under the Strive HI Performance System, the Strive HI Index serves as a diagnostic tool to understand a school’s performance and progress and differentiate schools based on their individuals’ needs for reward, support and intervention. The Strive HI Index includes several indicators to measure achievement, growth, readiness and achievement gaps.

HIDOE received federal praise for its focus on alignment in its reform efforts and internal system processes.



Courtesy photo

This week, on the anniversary of our nation’s independence, the author endorses celebrating those who risked life and limb for freedom.

## Remembering the Fourth of July is a blast from the past

What is it about the Fourth of July?

I think of Thanksgiving and smell the aroma of roasting turkey as the jets under my tongue fire off tiny squirts of saliva.

I think of New Year’s Eve and hear a paper horn blast and see a sparkle of foil confetti.

Who doesn’t think of St. Patrick’s Day and imagine green, while tasting the vaguely minty flavor of a Shamrock Shake or feeling the bubbly tickle of tinted beer?

And so it goes, that when July 4th rolls around, I tap into a unique set of associative sights, sounds, scents, flavors and emotions stored in the 1970s’ backyard shed of my mind.

Hot sunshine is the first recollection to surface, shedding light on other nostalgic summertime sensations: the steamy aroma of freshly cut grass, the cacophony of kids’ laughter at the community pool, the slippery coolness of a red-white-and-blue Astro Pop.

As the full scope of Independence Day memories are revived, I recall flags flying from porches and posts, the tang of barbecue sauce, the sweetness of hot buttered corn on the cob, the thwap of watermelon seeds blown through pursed lips.

As the smoldering charcoal of festive family barbecues dissipate, excitement grows. We grab flashlights, blankets and ozone depleting aerosol cans of bug repellent (toxic by today’s standards) and jump into the family station wagon.

Since everyone in town is headed to the fairgrounds for the fireworks show, we have to park several blocks away and take a shortcut through the old cemetery. I know it’s just my brother jumping out from behind gravestones to scare me, but I’m petrified nonetheless.

At the fairgrounds, we claim our spot on the grass sloping toward the grandstands where the Annual Demolition Derby was held earlier that day. The banged up cars are gone from the dirt arena, but in the dim dusk, we can see the platform from which fireworks will soon be launched.

Lying on the blanket, I hear the crackerjack rat-a-tat of a brass band belting out patriotic tunes, and wait for the first thunk of the fireworks launcher.

I smell the faint scent of



chlorine in my hair and feel corn-on-the-cob remnants stuck between my teeth.

Boom! The sky erupts in a massive starburst of radiating white-hot combustion.

Oooh! I look around to see the crowd of faces turned upward, eyes communally reflecting the fresh flash of light. Dying embers fizzle, sparkle, then fall toward the earth.

Ahhh! Pow!

My brother doesn’t sit on the blanket, but stands in silhouette before us as vivid color ignites the night sky. With every backfire blast, he jerks theatrically as if hit by a bullet. In the shoulder, then the leg. The gut. The chest. Each shot temporarily weakens him, and he is knocked off balance.

Just as it looks as if he may fight back, another invisible bullet, Pow! takes its toll. His grue-

some display continues until, during the rapid-fire finale, he convulses dramatically, collapsing to the ground. He looks like a goner, but his shaking hand reaches upward with the sheer human will to survive.

Pow, pow, Pow! ... POW!

And with that, my brother fakes his final heroic demise, until Mom tells him he’d better c’mon if he wants to get home in time to eat ice cream and light sparklers before bedtime.

This week, on the anniversary of our nation’s independence, let’s put aside negative rhetoric that threatens patriotism. Let’s celebrate the revolutionaries who risked life and limb for freedom.

Let’s remember the founders who created a new concept of government by the people.

And let’s tap into the nostalgia of July 4th to remind us that our American way of life is truly exceptional.



# A good night’s sleep sets stage for productive days

Studies encourage implementing healthy strategies and habits to generate a restful night’s sleep for everyone

**BETHANN CAMERON**  
Army News Service

Are you ready to take on the day? Sleep is a necessity, just like food, water and air. Sleep is essential to good health, emotional well-being and performance. Without enough sleep, everyone is at increased risk for motor vehicle accidents; increased obesity, diabetes and heart problems; and increased risk for psychiatric conditions, including depression and substance abuse. Numerous studies have shown that not getting enough sleep may lead a person to react slower, have trouble focusing and paying attention, get easily confused, have trouble remembering new information, get stressed more easily and make more mistakes and make poor judgments.

When Soldiers do not get enough sleep, their ability to judge is diminished, and diminished judgment causes bad tactical decisions, which leads to critical errors, such as falling asleep at the wheel, recognizing a threat or reacting too slowly to it.

Weight gain is another problem. A 2008 study in the “Sleep Journal” showed that people with short sleep times had gained weight and increased their body fat. Lack of sleep has a negative effect on hormones that tell a person when to eat and when to stop eating, which leads to a person overeating.

The good news is, behavior changes can resolve sleep problems. Proper sleep practices that promote optimal sleep duration and quality are important for everyone. A person needs at least 7-8 hours of sleep every night.

- Strategies**
- The National Sleep Foundation recommends these sleep tips:
- Stick to a sleep schedule. As best as possible, go to bed and wake up at the same time each day.
  - Reset your sleep patterns by establishing a wind-down routine. Plan time to unwind. Relax with meditation, reading or listening to soothing music. It will help cue your body and mind to recognize when it is time to sleep.
  - Have a dark, quiet, comfortable and cool sleeping environment. Control light, noise and temperature to promote restful sleep. Do not sleep in areas where there is regular ac-

- tivity that can cause distraction.
- Reduce exposure to noise and light by using earplugs, blackout shades or a mask.
  - Use your bed only for sleeping, not for other activities, such as reading, watching TV, playing computer games or surfing the Web. Turn off all electronic devices.
  - Avoid large meals 2-3 hours before bedtime. A large meal can cause indigestion that interferes with sleep.
  - Avoid caffeine (coffee, colas, chocolate or teas) and nicotine 2-3 hours before sleeping. These stimulants can cause a person not to sleep for up to eight hours.
  - Avoid alcoholic drinks before bed. While many people think a drink or two will help them fall asleep, studies have shown that alcohol disrupts sleep.
  - Avoid medicines that delay or disrupt your sleep. Some medications, such as heart, blood pressure, asthma medications, over-the-counter medications and herbal remedies for coughs, colds or allergies can disrupt sleep patterns.
  - Do not exercise at least three hours before bedtime. Exercise makes a person more alert and raises the body temperature, which makes it harder to fall asleep.
  - Do not lie in bed awake. If you find yourself still awake after lying in bed for more than 20 minutes, get up and do something relaxing (like reading or listening to music) until you feel sleepy.
  - Turn the bedroom clock around backwards if you are a clock-watcher who wakes up periodically to see how much time it is before having to get up.
  - If you are having trouble sleeping after using the above tips, talk with your doctor. Your physician may have other methods to help you to get enough sleep or refer you to a provider for sleep disorders.

- Tips for Soldiers**
- Sleep whenever possible. Take naps that add up to 7 to 8 hours for each 24-hour period in order to sustain alertness and performance.
- Avoid using over-the-counter “sleep aids,” which leave one groggy but do not induce actual sleep.

- Tips for Leaders**
- If Soldiers are struggling to

stay awake, then their ability to function is already impaired. Consider a “resupply” of sleep just as important as ammunition, food and water.

Provide time for quality sleep in the operation plans. Develop a unit sleep management program that gives Soldiers at least six and preferably 7-8 hours to sleep out of every 24.

Get ready to take on your day by getting a good quality sleep. It helps everyone and improves military readiness.



Photo courtesy of Army News Service

**A person needs at least 7-8 hours of sleep every night. Those who do not get enough sleep are at risk for motor vehicle accidents, weight gain and substance abuse.**



## TAMC TIP

### PREGNANCY CENTER

Tripler Army Medical Center is proud to offer Tripler’s Centering Pregnancy.

This new approach to pregnancy, from first visit to birth, helps put expectant mothers in charge of their pregnancy and aids women in having a more active role throughout the process.

This innovative method of prenatal care will be offered to women with low risk pregnancies who meet enrollment requirements. It is also a group model of prenatal care that is endorsed by the March of Dimes and the American College of Nurse Midwives, yet, still follows the American College of Obstetrics and Gynecology’s guidelines for prenatal care, along with aligning with the Surgeon General’s focus on Patient Centered Care Initiatives.

For more information, contact the Tripler Obstetrics and Gynecology Clinic.

